

PODCAST - Governing Magazine Grading of the States

Today is June 13, 2007, and welcome to the HR Weekly Podcast from the State Office of Human Resources. This week's topic relates to Governing Magazine and its process for evaluating the effectiveness of state governments.

As you may know, Governing Magazine conducts a periodic review of the effectiveness of state government operations. The last review was in 2005, and it's time to again review the states to determine their effectiveness in delivering services to their citizens.

Governing Magazine's review of the states is funded by the Pew Charitable Trusts. Since 1996, this "Government Performance Project" has sought to measure how well all 50 states are performing in several key management areas. As in previous years, this year's evaluation will focus on the ways state governments manage people, finances, information, and infrastructure.

While we are interested in every area of this review, we are especially interested in the review of South Carolina's Human Resources practices. During this review, the HR area will focus on our state's efforts and effectiveness in workforce planning, hiring, retention, reward and discipline, and training.

In conducting this review, the following criteria will be used to evaluate each state's effectiveness in the management of human resources. Specifically, the criteria will seek to determine whether:

- The state regularly conducts and updates a thorough analysis of its human capital needs;
- The state acquires the employees it needs;
- The state retains a skilled workforce;
- The state develops its workforce; and
- The state manages its workforce performance programs effectively.

In past years, South Carolina was rated very high during Governing Magazine's review of the States. Over the three times the review has been conducted, South Carolina was twice the highest ranked state in the country in terms of Human Resources, and we are the only state to receive an "A" rating every year. We should all be very proud of this joint accomplishment and recognition of our efforts.

As in previous years, we will need to collect some data from agencies to address all of the questions associated with this review. Today, agency HR Directors should receive a survey from OHR outlining the additional information we will need to collect to answer the questions that Governing Magazine will use in its assessment.

We at OHR want to thank everyone for assisting us in this effort, and we look forward to getting the results of another outside assessment of South Carolina's effectiveness in managing our human resources. If you have questions about this outside review of our state, please don't hesitate to give us a call.